



National Science Foundation

Senior Executive Service Vacancy

ANNOUNCEMENT NUMBER: S20010086-C

OPEN: 1/19/2001

CLOSE: 3/30/2001

POSITION VACANT: Deputy General Counsel, Office of the General Counsel

LOCATION: Arlington, Virginia

SALARY RANGE: ES-1 to ES-5 (\$120,261 - \$133,700)

AREA OF CONSIDERATION: All Qualified Applicants.
Announcement is for a career appointment.

STATEMENT OF DUTIES: Incumbent participates with and assists the General Counsel in managing the office responsible for rendering counsel and advice to the Director, the National Science Board, NSF management officials and staff on legal and policy issues. The incumbent will apply a wide range of legal knowledge, expertise, and judgment to all phases of the Foundation's operations, including grants and contracts, ethics, appropriations law, FOIA and Privacy Act, equal opportunity, intellectual property (including rights in data), environmental laws, tax, and export controls. Supervises highly skilled and experienced attorneys and support staff, represents the General Counsel at senior-level interagency meetings, and serves as Acting General Counsel during the absence of the General Counsel.

QUALIFICATIONS REQUIREMENTS EXECUTIVE/MANAGERIAL

Essential

1. Demonstrated ability to develop and implement an organizational vision that integrates key national and Foundation goals, priorities and values. Includes the ability to formulate effective legal strategies consistent with the overall goals of the organization. (Leading Change)
2. Demonstrated ability to achieve organizational objectives by creatively managing and motivating attorneys and legal support staff. Includes the ability to promote quality through the effective use of performance standards and assessment. Includes valuing cultural diversity and other differences, promoting developmental opportunities for staff, fostering commitment and team spirit, and constructively resolving conflicts. (Leading People)
3. Demonstrated ability in stressing accountability and continuous improvement. Includes the ability to make timely and effective decisions and to produce results through strategic planning, performance measurement, and the implementation and evaluation of programs and policies. (Results-Driven)
4. Demonstrated ability to utilize human, financial, material, and information resources in a manner that instills public trust and accomplishes the organization's mission and to take advantage of new technologies to enhance the effectiveness of decision-making. Includes demonstrated ability in recruiting and selecting staff, allocating financial resources, and managing budgetary processes. (Business Acumen)
5. Demonstrated ability to explain, advocate and express facts and ideas in a convincing manner, and to negotiate with individuals and groups internally and externally. Includes the ability to develop an expansive professional network with other organizations and to identify the internal and external politics that impact the work of the organization. Includes the ability to serve as a senior spokesperson for NSF – an independent Federal agency – in interagency working groups engaged in formulation of Administration policy and to advocate NSF's interests in support of litigation involving the agency. (Building Coalitions/Communication)

PROFESSIONAL/TECHNICAL

Essential

1. J.D. or equivalent and a member in good standing of a bar of a State, a Territory of the United States, or the District of Columbia.
2. Substantial experience in the practice of law as demonstrated by at least seven years of legal practice.
3. Ability to analyze lucidly legal problems (and their underlying policy considerations) and to develop viable and creative options for solving those problems that will enable program officials to achieve their program objectives.

**NSF IS AN EQUAL OPPORTUNITY EMPLOYER COMMITTED TO EMPLOYING A HIGHLY
QUALIFIED STAFF THAT REFLECTS THE DIVERSITY OF OUR NATION.**

(Continued on reverse side of announcement)

4. Ability to explain facts, concepts, policies and legal requirements in clear, straightforward language, free of bureaucratic jargon and “legalese”.

Desirable

1. Demonstrated ability to work effectively in an interdisciplinary environment and to coordinate multidisciplinary activities involving legal, scientific, and technical staff.
2. Demonstrated ability to represent Federal agency clients successfully in litigation and negotiation including Alternative Dispute resolution (ADR).
3. Familiarity with the scientific or engineering communities or with the Federal structure for support of science and engineering research and education or with law related to science and technology, including appropriate parts of laws or regulations involving intellectual property (including data rights), environment/health-and-safety, and scientific misconduct, among others.
4. Knowledge of law related to information and privacy, Government in the Sunshine, federal grants administration and contracting procedures, appropriations, personnel practices and civil rights.

GENERAL INFORMATION

The Senior Executive Service (SES) covers managerial positions above GS-15 in the Federal Service. Persons appointed to the SES are eligible for health benefits, life insurance, social security, Federal retirement and thrift savings plan coverage, and participate in the Federal leave system. Career appointees are eligible for bonuses based on performance in addition to base pay. Competitive status is not required, veterans preference does not apply and there are no grade restrictions. New appointees to the SES are required to serve a one-year probationary period. **Final selection of career appointees requires the approval of the U.S. Office of Personnel Management. OPM approval will be based on the selectee’s background in the following 5 executive core qualification areas: (1) Leading Change, (2) Leading People, (3) Results Driven, (4) Business Acumen, and (5) Building Coalitions/Communication. These areas are incorporated in the 5 executive/ managerial requirements for the position. The individual selected will be required to file an “Executive Branch Personnel Public Financial Disclosure Report” (SF-278) in accordance with the Ethics in Government Act of 1978.**

EVALUATION METHOD

Applicants will be screened for basic eligibility according to the essential qualification requirements. Eligible applicants will be reviewed by an Evaluation Panel according to criteria based on the qualification requirements. The best qualified candidates will be referred to the appropriate official who will recommend selection. All applicants will be considered without regard to race, color, religion, sex, national origin, political affiliation, marital status, physical disability, age, membership in an employee organization or other non-merit reason. Any applicant may request information or appeal the procedures and operations of the merit staffing process to the Executive Resources Board.

APPLICATION INSTRUCTIONS

Please ensure that your application includes the documents listed below and reflects your background in terms of the qualification requirements for the position.

1.) **Resume or other application format of your choice.** Your application should contain the following information: Country of citizenship. Information about your education, your major, and type and year of degree(s). Information about all your work experience, including job titles, duties and accomplishments, employer’s name and phone number, number of hours worked per week, starting and ending dates (month and year), and salary. If you have held various positions with the same employer, describe each separately. The brochure *Applying for a Federal Job* provides information on the federal job application process; it is available by calling the number listed below.

2.) **Narrative statement addressing your background in terms of (a) the executive/managerial and (b) the professional/technical requirements.**

3.) **NSF Form 1232, “Applicant Survey.”** Submission of this form is voluntary and will not affect your application for employment. The information provided will be used only for statistical purposes.

Mail or bring application to the following address: National Science Foundation, Division of Human Resource Management, Executive Personnel and Development Branch, Room 315, ATTN: S20010086-C, 4201 Wilson Blvd., Arlington, VA 22230.

Applications must be received by 5:00 p.m. on the closing date. Inquiries or questions should be directed to: Executive Personnel and Development Branch at (703) 292-8755; hearing impaired individuals should call TDD (703) 292-8044. Additional information on the NSF mission, structure, programs and operations may be accessed through our Homepage (www.nsf.gov). Announcements may be accessed electronically on the World Wide Web under Vacancies on NSF’s Homepage (www.nsf.gov/home/chart/work.htm#hrm). The National Science Foundation provides reasonable accommodations to applicants with disabilities on a case-by-case basis. If you need a reasonable accommodation for any part of the application and hiring process, please notify the point of contact located on this vacancy announcement.

**NATIONAL SCIENCE FOUNDATION
APPLICANT SURVEY**

**OMB No. 3145-0096
Expiration: August 2002**

Vacancy Ann. #: _____

Position Status (temporary/permanent): _____

Position Title/Series/Grade: _____

INSTRUCTIONS

Your completion of this form will be appreciated. Submission of this Information is voluntary and it will have no effect on the processing of your application. The data collected will be used only for statistical purposes to ensure that agency personnel practices meet the requirements of Federal law. Pursuant to 5 CFR 1320.5(b), an agency may not conduct or sponsor, and a person is not required to respond to an information collection unless it displays a valid OMB control number. The OMB control number for this collection is 3145-0096. NSF estimates that each respondent should take about 3 minutes to complete this survey, including time to read the instructions. You may have comments regarding this burden estimate or any other aspect of this survey, including suggestions for reducing this burden. If so, please send them to NSF Reports Clearance Officer, Division of Administrative Services, NSF, 4201 Wilson Blvd., Arlington, VA. 22230.

PRIVACY ACT INFORMATION

GENERAL - This information is provided pursuant to Public Law 93-579 (Privacy Act of 1974), December 31, 1974, for individuals completing Federal records and forms that solicit personal information.

AUTHORITY - Section 7201 of title 5 of the U.S. Code and Section 2000e-16 of title 42 of the U.S. Code.

PURPOSE AND ROUTINE USES

The information is used for research and for a Federal Equal Opportunity Recruitment Program (FEORP) to help insure that agency personnel practices meet the requirements of Federal law. Address questions concerning this form and its uses to the Privacy Act Officer, National Science Foundation, Arlington, VA 22230.

1. Today's Date: _____

2. Year of Birth: _____

3. How did you learn about the particular position for which you are applying? (Circle appropriate number.)

01 - Newspaper (specify)

02 - Contact with NSF Personnel Office

(Agency Bulletin Board or other Announcement)

03 - NSF-initiated personal contact

04 - Science Magazine, or other professional journal or magazine

(specify)

05 - Affirmative Action Register

06 - Attendance at conference, meeting or job fair

(specify)

07 - NSF recruitment at school or college

08 - Colleague referral

09 - NSF Bulletin

10 - Federal, State or local job information center

11 - State vocational rehabilitation agency or

Veterans Administration

12 - State employment office

13 - School or college counselor or other official

14 - Private job Information service

15 - Private employment service

16 - Friend or relative working at NSF

17 - Friend or relative not working at NSF

18 - NSF website

19 - Internet or other website

20 - Other (specify)

4. Please select the racial/ethnic category with which you most closely identify yourself. (Circle the appropriate letter)

A. **American Indian or Alaskan Native.** A person having origins in any of the original peoples of North America, who maintains cultural identification through tribal affiliation or community recognition.

B. **Asian or Pacific Islander.** A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands. This area includes, for example, China, India, Korea, the Philippine Islands, and Samoa.

C. **Black, not of Hispanic origin.** A person having origins in any of the Black racial groups of Africa. This does not include persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish cultures or origins.

D. **Hispanic.** A person of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin, regardless of race.

E. **White, not of Hispanic origin.** A person having origins in any of the original peoples of Europe, North Africa or the Middle East. This does not include persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish cultures or origin.

5. Sex (Circle the appropriate letter.) F - Female M - Male

6. Please provide Information on your disability status by circling the appropriate category below:

1. I do not have a disability; 2. Hearing impairment; 3. Vision impairment; 4. Missing extremities; 5. Partial paralysis; 6. Complete paralysis; 7.

Convulsive disorder; 8. Mental retardation; 9. Mental or emotional illness; 10. Severe distortion of limbs and/or spine; 11. I have a disability but it is not listed.

FOR AGENCY USE

Agency Code: _____

AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER